



**Stanislaus County**  
now offers an employee  
bonus worth up to  
**\$10,000 or 21**  
**additional days of**  
**leave time!\***

*\*See inside for details*

# **Senior HR Management Consultant - Employee & Labor Relations (Manager IV)**

Chief Executive Office

**\$102,460 - \$153,670 Annually**

Apply by February 20, 2026

# THE POSITION

The County of Stanislaus, Chief Executive Office invites applications from qualified candidates for the position of Senior HR Management Consultant - Employee & Labor Relations (Manager IV).

Under direction of the Human Relations Assistant Director, the Senior HR Management Consultant leads and oversees the Chief Executive Office's Employee & Labor Relations Team, serves as a key member of the Human Relations Senior Management team, and acts as a primary liaison with County leadership on labor relations matters.

The position is responsible for working with members of all levels of the organization to ensure policies and procedures are administered consistently. The Senior Employee & Labor Relations Manager collaborates with union representatives, Human Relations staff, and County Counsel to address employee grievances in a timely manner and ensure compliance with applicable labor laws and regulations.

*Becoming a community of choice, where people live, work, and thrive -  
a place worthy of calling home.*

## THE IDEAL CANDIDATE

The ideal candidate is a skilled negotiator and conflict resolver with experience navigating the complexities of collective bargaining agreements and labor-management relationships. They bring a strong understanding of labor laws and regulations and apply this knowledge strategically to support the County's goals and organizational priorities.

This individual is an effective and collaborative leader with excellent relationship building and communication skills, and sound analytical judgment. They demonstrate high emotional intelligence, professionalism, ethics, and integrity, and excel at building trusted relationships across the organization.

The ideal candidate is committed to advancing the Human Relations Mission, Vision, and Values and fostering a positive, inclusive, and high-performing workplace culture.

### MINIMUM QUALIFICATIONS Knowledge/Skills/Abilities

- Personnel and Human Resources
- County Government Functions
- Labor Relation Laws
- Collective Bargaining
- Union Collaboration
- Administration and Management
- Strategic Leadership
- Complex Problem Solving & Critical Thinking
- Effective Meeting Facilitation
- Analysis and Research
- Strategic Planning and Goal Setting
- Relationship Building
- Judgement and Decision Making
- Effective Communication
- Analysis and Interpretation of Policies, Ordinances, and Laws

Scan the QR code to learn more about the Chief Executive Office, or visit [www.stancounty.com/ceo](http://www.stancounty.com/ceo)





## THE TYPICAL TASKS

- Participate on County senior management team for labor negotiations, including as lead negotiator
- Oversee and lead the County's Employee & Labor Relations team; supervise and evaluate the work of subordinates
- Oversee and participate in conducting workplace investigations and make recommendations regarding disposition of grievances arising out of labor agreement administration and/or discrimination complaints
- Ensure compliance with Federal, State, and Local laws, policies, and labor agreements
- Advise county departments on employee relations matters such as Memoranda of Understanding (MOU) interpretation, discipline, investigations, contract grievances, and arbitration hearings.
- Develop and implement labor relations policies and procedures in compliance with laws, regulations and labor agreements
- Consult with department and County leadership staff and designated employee representatives on labor relations issues within the scope of union representation
- Plan, implement and direct human resources projects as assigned
- Consult with department and County leadership staff in matters regarding the administration of the County's discipline ordinance and the employee discipline process
- Administer Department Equal Rights Program, including investigating EEO grievances

## MINIMUM QUALIFICATIONS

### EDUCATION & EXPERIENCE

- Graduation from an accredited four-year college or university with major coursework in Public or Business Administration or a closely related field; AND

#### AND ONE OF THE FOLLOWING

- Four (4) years' of progressively responsible management experience in a public agency, preferably in Human Resources; OR
- Possess at least five (5) years of progressively responsible analytical or professional level experience, preferably in Human Resources, with a minimum of two (2) years performing duties comparable to a Manager III in Stanislaus County.

\* Additional experience as described above may be substituted for education on a year-for-year basis

*Proof of education may be required for verification purposes at the time of application. Applicants who are unable to submit proof must call 209-525-6341 to make other arrangements before 5 pm on the final filing date. Failure to submit proof will result in disqualification.*

## DESIRABLE QUALIFICATIONS

*In addition to the above minimum qualifications, screening may focus on the following desirable qualification. Please detail any of the desirable experience you have in the duties section of your application.*

- Possess at least four (4) years recent, full-time management experience in a California public agency performing collective bargaining, labor negotiations, or workplace investigations.

# QUICK GUIDE TO APPLYING



## APPLICATION PROCESS



Find the  
Right Job



Update Your  
Application



Submit Your  
Application



Wait for  
Processing



Receive Notice of  
Application Status

## APPLICATION BEST PRACTICES

### BE COMPLETE

We screen for qualifications based on the information provided on your application, not on your resume. **Please make sure all relevant experience is listed within the body of your application.**

### BE DETAILED

Connect your professional experiences to the job's knowledge, skills and abilities. **Share your work history and how it relates to the minimum qualifications of the position.**

### UPDATE YOUR APPLICATION

Take the time to review and update your application each time you apply for a new position. **Ensure that your employment dates are correct and that any relevant skills or experiences are listed.**

### ATTACH SUPPORTING DOCUMENTS

Attach any required supporting documentation listed in the Minimum Qualifications. **Not submitting that typing certificate or proof of education could be the reason you are disqualified!**

### HIGHLIGHT DESIRABLE QUALIFICATIONS

If there are desirable qualifications listed, they may influence the screening process. **Detail how you meet both minimum qualifications and desirable qualifications in the duties section of your application.**

## COMMON MISTAKES TO AVOID

### WRITING "SEE RESUME"

Relying on your resume instead of completing the application can hurt your chances. **Be sure to fill out all sections and attach proof of education when required, as resumes alone don't provide the details needed to evaluate your qualifications.**

### OUTDATED OR MISSING REFERENCES

Submitting old contact information or leaving references blank can delay the reference check process. **Include current, reachable contact information for all references.**

### INCLUDING TOO MUCH OR UNRELATED INFO

Adding long paragraphs or unrelated experiences can make your application unclear. **Keep your application clear, concise, and focused on relevant qualifications.**

### ASSUMING COMPUTERS SCREEN APPLICATIONS

Believing that a computer or automated system selects qualified candidates is a common misconception. **All applications are reviewed by trained recruitment analysts, so make sure your experience is clearly detailed.**



STANISLAUS  
COUNTY HUMAN  
RELATIONS

Take Your Place.



# JOIN OUR TEAM and receive a bonus worth UP TO \$10,000!

or 21 additional days of leave time!\*

\*EMPLOYEE CHOICE BONUS PLAN ALLOWS ELIGIBLE NEW EMPLOYEES TO RECEIVE A BONUS WORTH \$5,000 - \$10,000 OVER THREE ANNUAL INSTALLMENTS

## YOU CHOOSE:

One month's worth of

Scan the QR code with a camera app to watch the Employee Choice Bonus Plan video!



### Cash Payout

Redo that kitchen or paydown debt.

*It's all yours.*



### Leave Time

Take a little extra time off and enjoy yourself.

*You've earned it.*



### Deferred Compensation

Reduce some taxable income and receive it later.

*Why not?*



STANISLAUS  
COUNTY HUMAN  
RELATIONS

Take Your Place.



clubwellness  
myclubwellness.org



# Employee Choice Bonus Plan

## UNDERSTANDING THE DETAILS



### JOIN OUR TEAM BY JUNE 30TH, 2026 TO BE ELIGIBLE!

The following Employee Choice Bonus Plan is designed to allow those hired full-time on or before June 30, 2026, to choose one of the three bonus incentive options (one-time option, non-revocable) they would like to receive:



#### Option 1 BONUS CASH PAYMENT

*(Default if employee declines to make a choice)*

- One month of salary (168 hours) paid in cash over three annual installments at the highest step or top of band of the classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.



#### Option 2 BONUS LEAVE TIME

- 168 hours of bonus leave time allocated within three annual installments.
- Bonus Leave Time would be administered in the same capacity as standard vacation including compensation rate, request and approval, and reporting expectations.
- Bonus Leave Time will have no cash value and cannot be cashed out at resignation, termination, or retirement.
- Must use the bonus leave time prior to the expiration date, as there is no carry over after the bonus leave time expires.



#### Option 3 BONUS DEFERRED COMPENSATION CONTRIBUTION

- One month of salary (168 hours) paid over three annual installments into the employee's Nationwide Deferred Compensation account at the highest step or top of band of classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.

### Eligibility for Employee Choice Bonus Plan



- To receive each payment, you must be hired as a new full-time employee, and be active both on the vesting date and during the pay period in which the payment is issued.
- Full-time employees on an unprotected unpaid leave on the vesting date are ineligible for that specific payment.
- Employees that separate from full-time service prior to a vesting date will no longer be eligible for that specific payment.
- Employees that receive one or two payments, separate from full-time service and then return to full-time service are excluded from eligibility to receive further payments of any kind.
- Employees that leave full-time service prior to receiving any payments, and then return to full-time service on or before June 30, 2026, are eligible to receive future payments in accordance with their new hire date.



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## COMPENSATION & BENEFITS

Approximate Annual Base Salary:

**\$102,460 - \$153,670**

The County of Stanislaus provides a competitive and comprehensive benefits package for regular full-time County Managers including:

Excellent retirement benefits (2% at approximately age 62 formula)

Medical, dental, vision, and basic term life insurance plans

County paid Deferred Compensation at 1.5% of base salary

Vacation: Accruing biweekly:

2 weeks for the first two years

3 weeks per year 3 thru 10

4 weeks per year 11 thru year 20

5 weeks per year beginning at year 21

32 additional vacation hours annually

Vacation accruals are subject to maximum limits

56 hours administrative/management leave per year (does not carry over)

96 hours of sick leave annually

12 paid holidays annually

\$900 annual Professional Development reimbursement

\*Car allowance upon Department Head approval

\*Moving allowance if recruited from out-of-County

Disability protection

Optional participation in Flexible Spending Account programs

Optional Supplemental Life & AD&D insurance plans

Employee Assistance Program

\*At Department Head discretion

Details available upon request

## RECRUITMENT INCENTIVES:

### Employee Choice Bonus Plan:

Stanislaus County now offers an employee bonus worth up to \$10,000 or 21 additional days of leave time! Visit [stanjobs.org](http://stanjobs.org) for details.

### Career Ladders:

We offer valuable tools to help plan your career with Stanislaus County. Find ways to grow and develop within the organization—from Human Resources to Public Safety to IT.

### Learning Institute:

Whether you're a new employee or looking to acquire new skills, our Learning Institute offers a chance to take on new challenges and ways to consistently hone and improve skills.

## WELLNESS BENEFITS

The Mission of Club Wellness is to facilitate and encourage the "good health" of the county workforce.

"Good health" is a state of complete physical, social and mental well-being, and not merely the absence of disease or infirmity; health is a resource for everyday life, not the object of living, and is a positive concept emphasizing social and personal resources as well as physical capabilities. The program seeks to increase awareness and knowledge of all employee benefits, nurture a team spirit and positive health behaviors, to motivate employees to adopt healthier habits and to provide opportunities and a supportive environment to create positive lifestyle changes.



## **CLASSIFICATION INFORMATION**

Unless otherwise provided, this position is part of the Unclassified Service of the County and is considered "at-will" and is designated Management for labor relations purposes.

The individual selected will participate in the Stanislaus County Pay-for-Performance program, as well as receive additional benefits.

The Job Task Analysis provides information detailing the physical and functional demands of the classification. For the complete job task analysis, visit the Risk Management website at <http://www.stancounty.com/riskmgmt/> under the "Disability" tab.

## **APPLICATION PROCEDURES/FINAL FILING DATE: February 20, 2026**

### **Oral Examinations are tentatively scheduled for the week of February 23, 2026**

Applications cannot be submitted later than 5:00 p.m. on the final filing date. Make your online application as complete as possible so a full and realistic appraisal may be made of your qualifications.

### **Resumes will not be accepted in lieu of a completed application.**

Attaching your resume and cover letter are an optional feature for those who wish to do so in addition to completing the required application. Information on your resume and cover letter will not substitute for the education, work experience and required fields on the County application. The online County application is the primary tool used to evaluate your job qualifications.

## **RECRUITMENT ACCOMMODATIONS**

Arrangements may be made to accommodate disabilities and religious convictions. Applicants requiring testing accommodations are required to complete and submit the Testing Accommodations Request Form prior to the test administration date. Special arrangements for religious convictions should be included in the "Additional Information" section of the application form.

## **GENERAL QUALIFICATIONS**

- Pass County-paid pre-employment job-related background investigation.
- Perform job duties in a manner assuring a safe working environment for oneself and others.
- Maintain confidential information according to the legal standards and/or County regulations as required.
- Some positions may be required to possess and maintain a valid California Driver's License and meet County insurability requirements.

## **APPLICATION AND/OR EXAMINATION APPEAL RIGHTS**

Application and/or examination results may be appealed by applicants presenting facts alleging irregularity, fraud and/or error in application screening or in exam scoring. Appeals must be in writing and submitted to the Chief Executive Officer within seven (7) days after the examination results are mailed.

## **DISCLAIMER**

Stanislaus County reserves the right to revise the examination plan described in this flyer to better meet the needs of County service. The provisions of this bulletin do not constitute an express or implied contract. Any provision contained in this bulletin may be modified or revoked without notice. The information contained in the bulletin is information which sets forth a general summary of benefits for this respective position. This information is not legally binding. The benefits and other information regarding this position may be found in the Stanislaus County Code, the Stanislaus County Personnel Policies manual, or in the applicable Memorandum of Understanding(s), and such information prevails over information contained in this flyer. Questions regarding this bulletin may be directed to the Stanislaus County Chief Executive Office/ Human Resources.